# AGREEMENT BETWEEN THE SHERIFF OF FREDERICK COUNTY AND THE FRATERNAL ORDER OF POLICE 102A

EFFECTIVE: July 1, 2019 – June 30, 2022

### **PREAMBLE**

This AGREEMENT, made this \_\_\_\_day of \_\_\_\_, 2019 between the Sheriff of Frederick County, Maryland, hereinafter referred to as the "Sheriff" and the Fraternal Order of Police Lodge 102A, hereinafter referred to, as the "FOP 102A" shall be effective as of July 1, 2019.

WHEREAS, the Sheriff and the FOP 102A, in consideration of the mutual covenants and promises herein contained, do hereby agree that the terms of the Agreement are as follows:

# RECOGNITION AND UNIT DESCRIPTION

- (a) The Sheriff recognizes the FOP 102A as the exclusive representative of the members of the bargaining unit, for the purpose of negotiating collectively with the Sheriff pursuant to the Annotated Code of Maryland, Courts and Judicial Proceedings Article, § 2-309(l)(6), with respect to wages and benefits.
- (b) The bargaining unit shall consist of all full-time correctional officers (hereinafter "Employees" or "Employee") at the rank of Sergeant and below.
- (c) The Annotated Code of Maryland, Courts and Judicial Proceedings Article, § 2-309(1)(6) provides that any additional funding required as a result of a negotiated collective bargaining agreement is subject to approval by the County Governing Body. The law does not allow Frederick County correctional officers to engage in a strike. The law took effect July 1, 2006.

# VOLUNTARY DEDUCTION OF UNION FEES

No employee shall be required to join or not join the FOP 102A. Employees in the bargaining unit may submit signed authorization for the Frederick County Government to deduct union fees from their biweekly pay.

### COMPENSATION

# 1.1 Field Training Pay Differential

Correctional officers at or below the rank of sergeant who are certified field training officers, shall receive a field training pay differential of \$1.25 for each hour of training while assigned as a F.T.O.

# 1.2 Uniform Cleaning Allowance

Correctional officers shall be compensated \$450.00 paid in two installments of \$225.00 each year for the purpose of maintaining issued departmental uniforms. However, if the amount increases in any other department within the Sheriff's Office the above stated amount will also increase to reflect that of the higher amount.

## 1.3 Pay Increase

All pay scale adjustments and increases as outlined below will be funded in the County Executive's proposed budget for each fiscal year but are subject to approval of the budget by the County Council.

Effective July 1, 2019, the existing pay scale (FY19) will be adjusted by a 2% market adjustment. In addition, effective July 1, 2019, two additional steps will be added to the existing pay scale to expand it to a 15 step pay scale with step increases added for anniversary years 20 and 22. The attached pay scale, titled FY20 Frederick County Sheriff's Office (FCSO) Uniformed Corrections Step and Grade Pay Scale effective July 1, 2019 reflects the pay scale with a 2% increase and the expansion of the pay scale to 15 steps, thus creating steps 14 and 15. Even if a cost of living adjustment is approved for other County staff, only the 2% market adjustment will be applied to the existing pay scale.

Effective July 1, 2019, employees will be caught up on step increases by being placed in the appropriate step on the FY20 FCSO Uniformed Corrections Step and Grade Pay Scale in accordance with their FCSO service anniversary date as of July 1, 2019.

During the fiscal year 2020, employees will be eligible for step increases, on their FCSO service anniversary date, if applicable, and will be paid pursuant to the FY20 FCSO Uniformed Corrections Step and Grade Pay Scale.

Effective July 1, 2020, the FY20 FCSO Uniformed Corrections Step and Grade Pay Scale will be adjusted by a 2% market adjustment. The attached pay scale, titled FY21 FCSO Uniformed Corrections Step and Grade Pay Scale effective July 1, 2020 reflects the pay scale with a 2% increase. Even if a cost of living adjustment is approved for other County staff, only the 2% market adjustment will be applied to FY20 FCSO Uniformed Corrections Step and Grade Pay Scale.

During the fiscal year 2021, employees will be eligible for step increases on their FCSO service anniversary date, if applicable, and will be paid pursuant to the attached FY21 FCSO Uniformed Corrections Step and Grade Pay Scale.

Effective July 1, 2021, the FY21 FCSO Uniformed Corrections Step and Grade Pay Scale will be adjusted by a 3% market adjustment. The attached pay scale, titled FY22 FCSO Uniformed Corrections Step and Grade Pay Scale effective July 1, 2021 reflects the pay scale with a 3% increase. Even if a cost of living adjustment is approved for other County staff, only the 3% market adjustment will be applied to FY21 FCSO Uniformed Corrections Step and Grade Pay Scale.

During the fiscal year 2022, employees will be eligible for step increases on their FCSO service anniversary date, if applicable, and will be paid pursuant to the attached FY22 FCSO Uniformed Corrections Step and Grade Pay Scale.

In the event that Frederick County decides, during the life of this agreement to impose furloughs for Frederick County employees, then furloughs may be effected in accordance with the decisions of Frederick County.

Frederick County plans to conduct a comparative market survey of wages in comparable positions and jurisdictions every three years prior to negotiation of the Agreement. This will be conducted for the purpose of competitive analysis and does not, in any way, guarantee an adjustment to the pay scale.

# 1.4 Range Time on Day Off

Correctional officers who are assigned to perform duties at the firearms training range on a regularly scheduled day off shall be compensated for a minimum of two (2) hours.

# 1.5 Forty-five Minute Break

Correctional officers at or below the rank of sergeant assigned to a twelve (12) hour shift shall receive a minimum of one (1) forty-five minute break and one (1) ten minute break. The parties agree that Maryland law does not require breaks in excess of 20 minutes to be paid, however, employees will continue to be paid for 10.8 minutes of the forty-five minute break period. This is intended in part to offset the 10 minute briefing that employees attend immediately prior to the beginning of each shift.

### 1.6 Union Leave

The Sheriff shall annually grant the FOP Eighty (80) hours of paid leave ("FOP Leave") to conduct Lodge business. Usage of union leave by an employee must be approved in writing by the FOP President or his designee and approved by the Division Commander of the employee requesting union leave. "Lodge business" as used in this section means legitimate business activities directly involved in representing bargaining unit members, such as: attending conferences and training, participating in collective bargaining, and meeting with represented employees to discuss collective bargaining matters. It does not include any events or activities that are primarily social, athletic or recreational in nature, or activities that involve the repair, upkeep, maintenance or construction of the Lodge's premises, grounds or buildings.

# 1.7 Shift Differential Pay

Correctional officers at or below the rank of sergeant shall receive a shift differential at the same rate paid to Patrol Division employees within the department, for all hours worked, excluding overtime hours, between 8 pm and 8 am. That is currently five percent (5%) of the Deputy Sheriff's base salary hourly rate (Step 1). The amount will automatically increase at such time as the Deputy Sheriff base salary (Step 1) on the pay scale increases. The Sheriff has the authority to grant shift differential pay outside of these times or these positions, at his discretion and in accordance with County policy.

## 1.8 Call-in Pay

- (a) When an employee is called in to work outside their regular shift, the employee will be compensated at the rate of time and one-half for the time actually worked. However, if the time worked is less than two hours, the employee will receive compensation for two hours at the rate of time and one-half.
- (b) When an immediate response to a location/call is required, the employee's pay begins upon notification of the immediate call-in. In the case of a delayed response, or advance notice of the call-in, the employee's pay shall start 30 minutes prior to the designated arrival time. However, this call-in pay provision does not apply to employees who are held over beyond the end of their shift.

### SAVINGS CLAUSE

Any Article or Section of this Agreement found to be in conflict with any law, ordinance, statute, or government regulation or declared invalid by decree of a court of competent jurisdiction will be void ab initio and the parties will enter into negotiations for a substitute provision. All other Articles and Sections of this Agreement will remain in full force and effect for the duration of the Agreement.

# CONTINUATION OF HEALTH COVERAGE CONTRIBUTION RATIOS

Frederick County Government offers group medical insurance coverage to its eligible employees and their eligible dependents. The County calculates a dollar amount equal to 85% of the premium cost of each coverage level in the in-network-only health plan, and contributes at least this dollar amount toward full-time, regular employee coverage in all plans, subject to a minimum employee deduction for each coverage level.

The basis for calculating costs was approved by the County, and any future change to the funding formula is subject to the County's approval. Coverage costs are re-evaluated each calendar year.

## LINE OF DUTY DISABILITY HEALTH CARE COVERAGE

Line of duty disability health care coverage will be available even if employee does not have ten years of service provided the employee retires under a line of duty disability on or after July 1, 2019, has existing health care coverage through the County at the time of retirement and maintains that coverage for at least one month as a retiree. The cost sharing of the respective health insurance premium will be 50% from the County and 50% from the employee.

## DURATION AND FINALITY OF AGREEMENT

- (a) This agreement shall become effective as of July 1, 2019 and remain in full force and effective until June 30, 2022.
- (b) It is understood that this Agreement can only be added to, amended, or modified by a document, in writing, signed by both parties through their duly authorized representatives, after negotiations mutually agreed to by the Sheriff and the FOP 102A.
- (c) The parties shall reopen negotiations for a successor agreement not later than January 15, 2022.
- (d) In the event that the parties do not agree on a successor agreement by June 30, 2022, then this agreement shall expire; it will not bind the parties in any manner and it shall have no legal force or effect. If that happens, the Sheriff will not be obligated in any manner to maintain the "status quo" created under this agreement or comply with any provision in it.

IN WITNESS WHEREOF, the parties have executed this Agreement, this 674 day of 2019.

FOR THE FREDERICK COUNTY SHERIFF'S OFFICE:

SHERIFF CHARLES A. JENKINS

FOR THE FOP 102A:

PRESIDENT

Attachments:

FY20 FCSO Uniformed Corrections Step and Grade Pay Scale

FY21 FCSO Uniformed Corrections Step and Grade Pay Scale

FY22 FCSO Uniformed Corrections Step and Grade Pay Scale

FY20 Frederick County Sheriff's Office Uniformed Corrections Step and Grade Pay Scale

Effective July 1, 2019

	Lt.Colonel	Major	Captain	Lieutenant	Sergeant	Corporal	CFC	8	Grade	Months of Svc			,		Lt.Colonel	Major	Captain	Lieutenant	· ·	Sergeant	Corporal	유	8	Grade	Months of Svc		atten ir	
	. 108,543	98,676	89,706	81,550	74,137	67,398	61,269	55,700	· annual		***				82,542	75,039	68,217	62,016		56,378	51,253	46,592	42,357	annual				
		3795.23	3450.23	3136.55	2851.41	2592.22	2356.49	2142.30		85 - 108		Years 8 & 9	Step 8	7	3174.70	2886.11	2623.75			2168,37	1971.27	1792.01	1629.13	biweekly	0-12	Year 1	Step 1	\
	4174.73 52.1842 112,257	47.4404	43.1279	39.2070	35.6426	32.4028	29.4562	26.7788	hourly			-,		The same of	39.6838 86,257	36.0764	32,7969	and the		27.1047	24.6409	22.4001	20.3641	hourly	tenne.	ne de	ances:	
	112,257	102,053	92,776	84,341	76,674	69,704	63,365					Yes				78,416	71,287			58,915	53,559	48,689	44,263	annual b		2	<b>60</b>	
	4317.59	3925.11	3568,30	3243.89	2948.98	2680.93	2437.13			701 - 601	3	Years 10 & 11	Step 9	10	3317.56 4	3015.98 3	2741.82 3			2265.95 2	2059.98 2	1872.65 2	1702.44 2	biweekly	13 - 24	Year 2	Step 2	
٠.,	4317.59 53.9700 115,972	49.0639	44.6037 i	40.5487	36.8623	33.5116	30.4642			2.1					41.4696 8	37.6998 8	34.2/2/ 1		- laber	28.3244 6	25.7498 5	23,4081 5	21.2805 4	hourly	تمدد	CONSTRUCT	indiko o	
		105,430 4	95,845	87,132	79,211 3	72,011 2				-	à	Year	Ω	:	89,971 3	81,792 3	14,351 20		87 507 21	61,452 23	55,866 21	50,785 19	46,169 17	annual biv	25	<b></b>	ស្ន	
	4460.45 55.7557 119,686	4054.98 5	3686.36 4	3351.22 4	3046.56 3	2769.64 3			ა		133 - 158	Years 12 & 13	Step 10		3460.42 43	3145.86 39	2609.66 30		2500 BB 32	2363.52 29	2148.68 26	1953.29 24	1775.75 22	biweekly h	25 - 36	Year 3	Step 3	
4	5.7557 1	50,6873 108,806	46.0796;	41.8903						- 1					43.25531 9	39.3233	G.92	SETTION.	30 4986 8 7	29.5441 63	26.8586 58	24.4161 52	22.1969 48	hourly : ar		2552	echouse 18.	
			98,915 38						81 41R 23		157	Years	Ste	3.	93,685 360				70.388 270	63,989 246	58,172 223	52,882 203	48,075 184	annual biweekly	37 - 48	Year 4	Step 4	
	4603.32 57.	4184.86 52.	3804.43 47.			2858.34 35.7293	2000.41 02.		2362 23 29.	- 1	157 - 180	Years 14 & 15	Step 11		3603.29 45.0				2707.22 33.8402	2461.10 30.7638	2237.39 27.9675	2033.93 25.4241	1849.06 23.1133		48 ·	4	4	
•	57.5415 123,401	52,3108 112,183	47.5555 101						29.5280 63	- 1			*		45.04118 97,		e Section	Ten.	402 73,178	638 66,526	675 60,479	241 54,979	133 49,982	hourly annual	z z	mene	Partital.	<b>.</b>
		2,183 4314.73							63.324 2435.54		181 - 204	Years 16 & 17	Step 12		97,400 3746.13				178 2814.55	526 2558.68	479 2326.10	979 2114.57	982 1922.37	ual biweekly	49 - 60	Year 5	Step 5	
	4746.18 59.33	53				5 6	N N	္ယ	ω		204	5 & 17	12		6	1	3	.02 38.7003	.55 35.1819	.68 31.9835	.10 29.0763	.57 26.4321	.37 24.0297	kly hourly	0	51	O.	
	.3273 127,115	53.9342 115,560	49,03131 103,033							hourly annu		•			10.7		Tally de la	03 83,566	19 75,969	35 69,063	33 62,785	300.000	7 51,888		200	nerson	- KRIPA	iar
								52 2759.69	30 2508.85	annual biweekly	205-228	Years 18 & 19	Step 13			3880								al biweekly	61 - 72	Year 6	Step 6	
	4889.04 61.1130;	01 20,007 01	n	4040 EZ EU 2020 H	3673 23 45.9154	3339 29 41 7412	3035.76 37.9470	69 34.4962	85 31.3607	dy hourly	8	& 19	ω			48 612	3535 48 44 1936	3214.09 40.1762	2921.88 36.5236	2656.25 33.2032	2414.81 30.1851	2195.21 27.4401	8 24.9460					2
٠	7 EZO'OCI. *O!						0 81,236	25 73,849	7 67,136						-334		95.299	86,636	78,760	THE PARTY NAME OF THE PARTY NA				on and desired the	(2)	STATE OF THE PARTY	200	224
										annual biweekly	229 - 252	Years 20 & 21	Step 14	j	1.5			6 3332.16	0 .3029.22					al biweekly	/3-84	Year /	Step 7	
	90 02.000	00 80 808	4574.48 57.1811; 122,313 4704.36	4158.64 51.9830 111,194	3780.56 47.2571 101,085	3436.87 42.9609	3124.46 39.0558	2840.33 35.5042	2582.16 32.2771	ly hourly	2		2			4031.87 50.3984	3665.36 45.8170	6 41.6520	2 37.8653	2/53.83 34.4229	2503.51 31.2940	5 28.4482			1			
		134.54	1: 122,31	0, 111,19	101,08	9: 91,896	83,542	2; 75,945				7			新江	रंग्यञ्चन	eneral S	e de la companya de		DOME	naensi	ana da	e mana		norn	COUNTY I	2011HL	,,,,
		4 5174.78	3 4704.38	4 4276,71	5 3887.90	3534.44	2 3213.17	2920.97	69,042 2655.47	annual biweekly	7004	1 6912 77	CI dalo	מל מל מ	Service .										•			
		Enga on 62 8088 134 544 5174.76 64.6846	5 58,8045	1 53.4589	48.5987	44.1806	40.1647	36.5122	33.1935	hourly									,									
)	2% mkt a				C,						Out of	(4.5% of	Increment	2														
.,		3,714	3,377	3,070	2,791	2,537	2,306	2,097	1,906		1	-11	#		• • • •													



FY21 Frederick County Sheriff's Office Uniformed Corrections Step and Grade Pay Scale

П
E
I V
5
Ę
Ŧ
7070

Lt.Colonel	Major	Captain	Lieutenant	Sergeant	Corporal	CFC	8	Grade	Months of Svc		¥	Lt.Colonel	Major	Captain	Lieutenant	Sergeant	Corporal	CFC	8	Grade	Months of Svc		
110,714	100,650	91,500	83,181	75,619	68,746	62,494	56,814	annual		_		84,193	76,540	69,582	63,256	57,505	52,278	47,524	43,204	. annual			
	3871.14	3519.23	3199.28	2908.44	2644.07	2403.62	2185.15	biweekly	85 - 108	Years 8 & 9	Step 8	3238.19	2943.83	2676.22	2432.92	2211.74	2010.70	1827.85	1661.71	biweekly	0-12	Year 1	Step 1
4258.23 53.2279 114,503	48.3893	43.9904	39,9911	36.3555	33.0509	30.0453	27.3144	hourly				40.4775 87,982	36.7979	33,4528	30.4115	27.6468	25.1337	22.8481	20.7714	hourly	16.2		2000 me 1811 P
114,503	48,3893: 104,094	. 94,631	86,028	78,207	71,098	64,633	58,758	annual		 		87,982	79,984	72,713	66,102	60,093	54,631	49,663	45,149	annual			
	4003,61	3639.66	3308.77	3007.96	2734.55	2485.87	2259.92	biweekly	109 - 132	Years 10 & 11	Step 9	3383.91	3076.30	2796.65	2542,40	2311.27	2101.18	1910.10	1736.48	biweekly	13-24	Year 2	Step 2
4403.94 55.0494 118,291	50.0452	45.4958	41.3596	37.5996	34.1819	31.0734	28.2491	hourly		1		3383.91 42.2990	38.4538	34.9582	31.7800	28.8909	26.2648	23.8763	21.7061	hourly		w . 100	anever r
118,291	107,538	97,762	88,874	80,795	73,451	66,771	60,702	annual		<b>~</b>		91,770	83,428	75,844	68,949	62,681	56,983	51,801	47,093	annual		, -	
4549.66	4136.08	3760.09	3418.25	3107.49	2825.03	2568.12	2334.70	biweekly	133 - 156	Years 12 & 13	Step 10	3529.63	3208.77	2917.08	. 2651.88	2410.79	2191.66	1992.35	1811.26	biweekly	25 - 36	Year 3	Step 3
56.8708	51.7011	47.0012	42.7281	38.8437	35.3129	32.1016	29.1838	hourly		13		3529.63 44.1204	40.1097	36,4636	33.1485	30.1350	27.3958	24,9045	22,6408	hourly		.400	a manifest to 1
122,080	110,982	100,894	91,721	83,383	75,803	68,910	62,646	annual		<b>≾</b>		95,559	86,872	78,975	71,795	65,268	59,336	53,940	49,037	annual			
	4268.55	3880.52	3527.73	3207.02	2915.51	2650.38	2409.48	biweekly	157 - 180	Years 14 & 15	Step 11	3675.35	3341.25	3037.51	2761.36	2510.32	2282.14	2074.61	1886.04	biweekly	37 - 48	Year 4	Step 4
4695,38 58,6923	53.3570	48.5066	44.0967	40.0878	36.4439	.33.1298	30.1185	hourly		5		3675.35 45.9419;	41.7656	37.9689.	34.5170	31.3791	28.5268	25.9326	23,5755	hourdy		,,,,,,,,,,	EUTENEST
125,869	114,427	104,025	94,567	85,970	78,156	71,048	64,591	annual		Ϋ́e		99,348	90,317	82,106	74,642	67,856	61,688	56,078	50,981	annual			
4841.10	4401.03	4000.95	3637.21	3306.55	3005.99	2732.63	2484.25	biweekly	181 - 204	Years 16 & 17	Step 12	3821.07	3473.72	3157.94	2870.84	2609.85	2372.62	2156.86	1960.82	biweekly	49-60	Year 5	Step 5
60.5138	55.0129	50.0119	45,4652	41.3319	37.5749	34.1579	31.0532	hourly		7		47.7634	43.4215	39,4743	35.8856	32.6232	29.6578	26.9608	24.5102	hourly;		7 9732-8	-2444
129,657	117,871	107,156	97,414	88,558	80,508	73,187	66,535	annual		Ύe		103,136	93,761	85,238	77,488	70,444	64,041	58,217	52,925	annual biweekly			
4986.82 62.3353	4533.50	4121.38	3746.69 46.8337	3406.08 42.5760	3096.47 38.7059	2814.88 35.1861	2559.03 31.9879	annual biweekly	205-228	Years 18 & 19	Step 13	3966.79 49.5849	3606.19 45.0774;	3278.37 40.9797;	2980.32 37.2541	2709.38 33.8673	2463.10 30.7888	2239.11 27.9889	2035.59 25.4450	biweekly	61 - 72	Year 6	Step 6
62.3353	56,6688	51.5173	46,8337	42,5760	38.7059	35.1861	31.9879	hourly		v		49.5849	45.0774;	40.9797	37.2541	33.8673	30.7888	27.9889	25,4450	hourly	3 52457	F137, +U	i monera di
133,446	121,315	110,287	100,260	91,146	82,861	75,326	68,479	annual		۲e		106,925	97,205	88,369	80,335	73,032	66,393	60,355	54,870	annual			
5132,54		4241.81			3186.95	2897.14	2633.81	annual biweekly hourly	229 - 252	Years 20 & 21	Step 14	4112.51	3738.66	3398,80 42,4851			2553.58 31.9198	2321.37	2110.37 26.3797	annual biweekly	73 - 84	Year 7	Step 7
5132.54 64.1568· 137,235 5278.26	4665.97 58.3247	53.0227	3856.17 48.2022	3505.60 43.8201	3186.95 39.8370	2897.14 36.2143	2633.81 32,9226	hourly				106,925 4112.51 51.4064	3738.66 46.7334	42,4851;	3089.80 38.6226	2808.91 35.1114	31.9198	2321.37 29.0171	26.3797	hourly,	40-	real of F	er ali yea
137,235	124,760	113,418	103,107	93,733	85,213	77,464	70,423	annual										1					
5278.26	4798.44	4362,24	3965,65	3605.13		2979.39	70,423 2708.58	annual biweekiy	253+	Years 22+	Step 15												
65,9783	59,9806		49.5707		3277.43 40.9680	2979.39 · 37.2424	33.8574	hourly		1		1											
3,789 2% mkt adj.	3,444	3,131	2,847	2,588	2,353	2,139	1,944		Step 1)	(4,5% of	Step												

2 Miles

Lt.Colonel	Major	Captain	Lieutenant	Sergeant	Corporal	CFC	8	Grade	Months of Svc			Lt.Colonel	Major	Captain	Lieutenant	Sergeant	Corporal	CFC	8	Grade	Months of Svc		
114,035	103,669	94,245	85,677	77,888	.70,808	64,369	58,518	annual		-		86,719	78,836	71,669	65,153	59,230	53,846	48,950	44,501	annual		JACOB PLAN	
4385.97	3987.27	3624.81	3295.26	2995.69	2723.39	2475.73	2250.70	biweekly	85 - 108	Years 8 & 9	Step 8	3335.34	3032.14	2756.51	2505.90	2278.09	2071.02	1882.68	1711.56	biweekly	0-12	Year 1	Step 1
		45.3102	41.1908	37.4462	34.0424	30.9466	28.1338	hourly		9		3335.34 41.6918	37.9019	34.4564	31.3238	28.4762	25.8878	23.5336	21.3945	hourly			
54.8247 117,938	49.8409 107,217	97,470	88,609	80,553	73,231	66,572	60,521	annual		~	2 "	90,621	82,383	74,894	68,085	61,896	56,270	51,152	46,503	annual	PROPERTY	Markery.	ATTICK THE
4536.06	4123.72	3748.85	3408.03	3098.20	2816.58	2560.45	2327.72	biweekly	109 - 132	Years 10 & 11	Step 9	3485.43	3168.59	2880.55	2618.67	2380.60	2164.21	1967.40	1788.58	biweekly	13-24	Year 2	Step 2
56.7008	51,5465	46.86071:	42,6004	38.7276	35.2073	32.0056	29.0966	hourly		⇉		43.5679 94,524	39.6074	36.0069	32,7334	29.7576	27.0527	24.5926	22.3573	hourly			~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
56.7008 121,840	51.5465 110,764	100,695	91,541	83,219	75,654	68,774	62,523	annual		<b>≾</b>		94,524	85,931	78,119	71,017	64,561	58,693	53,355	48,506	annual			
4686.15	4260.16	3872.89	3520.79	3200.72	2909.78	2645.17	2404.74	biweekly	133 - 156	Years 12 & 13	Step 10	3635.52	3305.04	3004.59	2731.44	2483.12	2257.41	2052.12	1865.60	biweekly	25 - 36	Year 3	Step 3
58.5770  125,742	53.2521 114,312	48.41121 103,920	44.0100	40.0090	36.3723	33.0647	2404.74 30.0593,	hourly:		₩.		3635.52 45.4441	3305.04 41.3130	37.5575	34.1430	31,0390	28.2177	25.6516	23.3200	hourly	aneros:		executave.
125,742	114,312	103,920	94,473	85,884	78,077	70,977	64,526	annual		Y <sub>e</sub>		98,426	89,479	81,345	73,949	67,226	61,116	55,558	50,508	annual			
4836.24	4396.61	3996.94	3633.56	3303.23	3002.97	2729.89	2481.76	biweekly	157 - 180	Years 14 & 15	Step 11	3785.61	3441.48	3128.64	2844.20	2585.63	2350.60	2136.84	1942.62	biweekly	37 - 48	Year 4	Step 4
4836.24 60.4531 129,645	54.9577; 117,859	49,9618	45,4196	41.2904;	37.5372	34.1237	31.0221	hourly		Oi		3785.61 47.3202 102,328	43.0186	39.1080	35.5526	32.3205	29.3826	26.7106	24.2828	hourly	and an	en e	
129,645	117,859	107,145	97,404	88,549	80,500	73,180	66,528	annual		Ye		102,328	93,026	84,570	76,881	69,892	63,539	57,761	52,511	annual			
4986.33	4533.06	4120.98	3746.33	3405.74	3096.17	2814.61	2558.78	biweekly	181 - 204	Years 16 & 17	Step 12	3935.70	3577.93	3252.68	2956.97	2688.15	2443.80	2221.56	2019.64	biweekly	49 - 60	Year 5	Step 5
62.3292 133,547	56.6633 121,407	51.5123	46.8291; 100,336	42.5719	38.7022	35.1827	31.9848 <sup>į</sup>	hourly!	:	7		49.1963	44.7242	40.6585	36.9621	33.6019	30.5475	27.7696	25.2456	hourly	12/12/5	actors.	erenanu
	121,407	123 110,371		91,215	82,924	75,383	68,531	annual biweekly		Yea		49.1963 106,231 4085.79 51.0724	96,574	87,795	79,813	72,557	65,962	59,963	54,513	annual			
5136.42 64.2054	4669.50 58.3688	4245.02 53.0628	3859.09 48.2387	3508.26	3189.37 39.8671	2899.33 36.2417	2635.80 32.9476	biweekly	205-228	Years 18 & 19	Step 13	4085.79	3714.38 46.4298	3376.72 42.2091	3069.73	2790.66	2537.00 31.7125	2306.29 28.8286	2096.66 26.2083	biweekly	61 - 72	Year 6	Step 6
64.2054	58.3688	53,0628	48.2387	43.8533)	39.8671	36.2417	32.9476	hourly:		w		51.0724	46.4298	42.2091	38.3717	34,8833	31.7125	28.8286	26.2083	hourly	DENN:	news.	alescanas
137,449	124,955	113,596	103,268	93,880	85,347	77,585	70,533	annual		¥e		110,133	100,121	91,020	82,745	75,223	68,385	62,166	56,516	annual			
	4805.95			3610.77			2712.82	annual biweekly	229 - 252	Years 20 & 21	Step 14	4235.88	3850.82 48.1354	3500.77 43.7596	3182.50	2893.17	2630.19	2391.01 29.8876	2173.68	biweekly	73 - 84	Year 7 ·	Step 7
5286.51 66.0815 141,352	4805.95 60.0744 128,502	4369.07 54.6134 116,821	3971.86 49.6483 106,200	3610.77 45.1347	3282.56 41.0321	2984.05 37.3007	70,533 2712.82 33.9103	hourly;				110,133 4235.88 52.9486	48.1354	43.7596	39.7813	2893.17 36.1647	2630.19 32.8774	29.8876	2173.68 27.1711	hourly		=0:sprate	TOTAL COM
141,352	128,502	116,821	106,200	96,545	87,770	79,788													•				
5436.60	4942.40	4493.11	4084.62	3713.29	3375.76	3068.77	2789.84	annual biweekly	253 +	Years 22+	Step 15												
67.9576	61.7800:	56.1639	51.0578	46,4161	42.1970	38.3597	72,536 2789.84 34.8731	hourly:				14											
3,902 3% mkt adj.	3,548	3,225	2,932	2,665	2,423	2,203	2,003	,	Step 1)	Increment (4.5% of	Step												